

Saintfield High School Senior leadership Team

SESSION ONE - Welcome



Expected outcomes from session 1

Understand whole brain thinking, personal profile and team implications

Explore Blanchard's SERVE model of leadership

Understand and identify SLT stages of team performance

Identify ways of motivating others

Understand the essentials of emotional intelligence



Our Four Different Selves

A
Rational Self

Analyses
Quantifies
Is logical
Is critical
Is realistic
Likes numbers
Knows about money
Knows how things work

D
Experimental Self

Imagines
Speculates
Takes risks
Is impetuous
Breaks rules
Likes surprises
Is curious

B
Safekeeping Self

Like preventative action
Establishes procedures
Gets things done
Is reliable
Organises
Is neat
Timely, Plans

C
Feeling Self

Is sensitive to others
Likes to teach
Is supportive
Is expressive
Is emotional
Talks a lot
Feels



Can Appear....

Rigid Cold & calculating Ruthless Limited by need for proof / explanation Short-term	Unfocused Lazy Impulsive / rash Oblivious of deadlines To guess
Nit-picking Bossy Stuck in a rut ‘Boring’	Over-sensitive Un-businesslike Lacking discipline Emotional



Whole Brain Communications

A

20

Critical analysis
Facts – no fluff
Technical accuracy
Goals & objectives
Well articulated ideas
Data –fact based charts
Brief, clear, precise info

Minimal details

Freedom to explore

Metaphors – Visuals

Overview – Big picture

New, fun, imaginative

Conceptual framework

Aligns with I/term strategy

27

D

B

21

Detail time-action plan
Thorough w/references
Rules & procedures
Step by step – Concise
In writing in advance
Contingency plans
No digressing

Open, informal discussion

Expressive body & voice

Intros and conversation

Knows effect on others

Knows how people feel

Hear & understand all

No hidden agendas

28

C



Can Appear....

20

Rigid
Cold & calculating
Ruthless
Limited by need for proof
/ explanation
Short-term

Unfocused

Lazy

Impulsive / rash

Oblivious of deadlines

To guess

27

21

Nit-picking
Bossy
Stuck in a rut
'Boring'

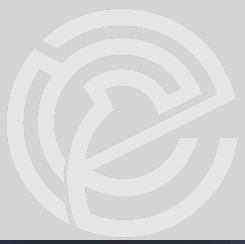
Over-sensitive

Un-businesslike

Lacking discipline

Emotional

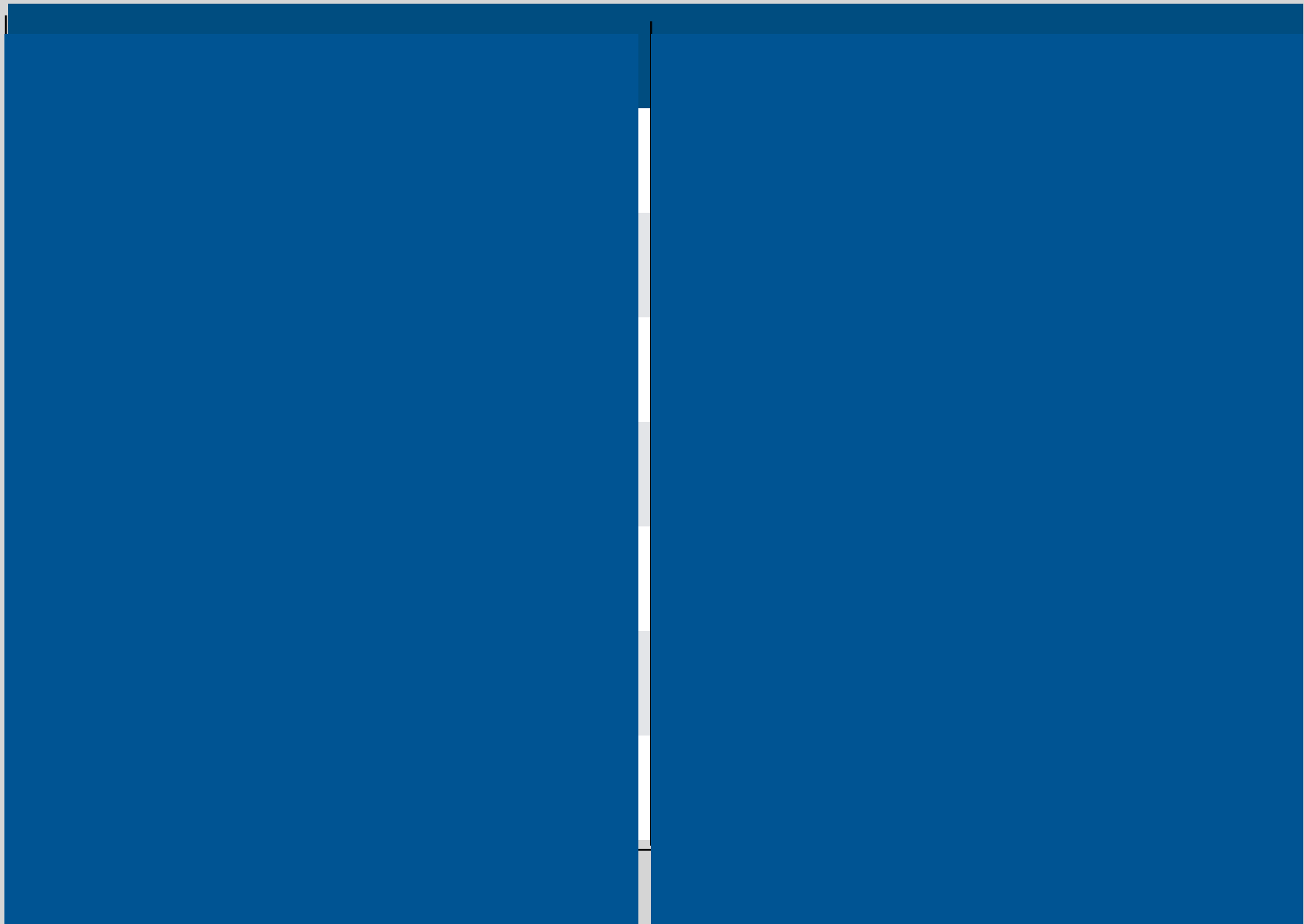
28



LEADERSHIP

MANAGEMENT







ANDREW TRIMBLE
ON LEADERSHIP



Management does **things right** - Leadership does the **right thing!**

Management is about process - Leadership is about behaviour!

Before you become a leader your focus is on developing yourself -
After you become a leader your focus is on developing others

WHAT ARE YOU REPRODUCING IN OTHERS - EG MIDDLE LEADERS?

Natural Born Leaders



Self Made Leaders





Reluctant Leaders



“Leadership is not
about a title or a
designation...
It's about **impact,**
influence and
inspiration”



Robin S Sharma

A large indoor event space, possibly a wedding reception or a formal party. The floor is a large, black and white checkered dance floor. The ceiling is dark with many small, bright lights, creating a starry effect. A large, bright light fixture hangs from the ceiling, casting a strong glow. People are dancing in pairs and groups across the floor. The lighting is colorful, with pink, blue, and green beams. The overall atmosphere is festive and elegant.

Dancefloor

Balcony





What's really going on here?

What's really going on with me?



Blanchard's SERVE Model

See the bigger picture and communicate it to others

Engage & develop others

Re-invent on an ongoing basis - challenge the status quo

Value results *and* relationships

Embody the values - walk the talk



Leading & Building Teams



ANDREW TRIMBLE
TEAMS THAT THRIVE

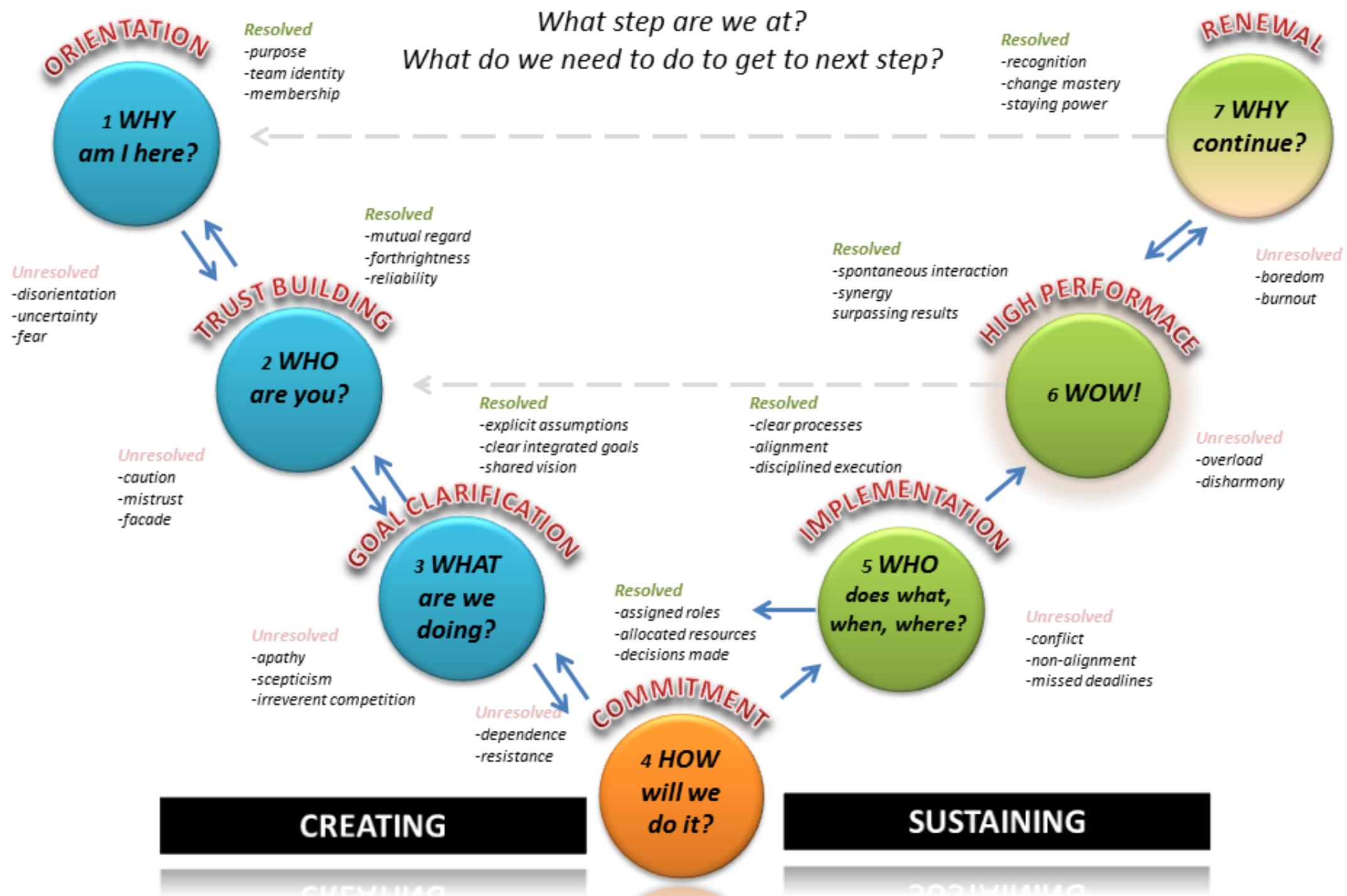
TM







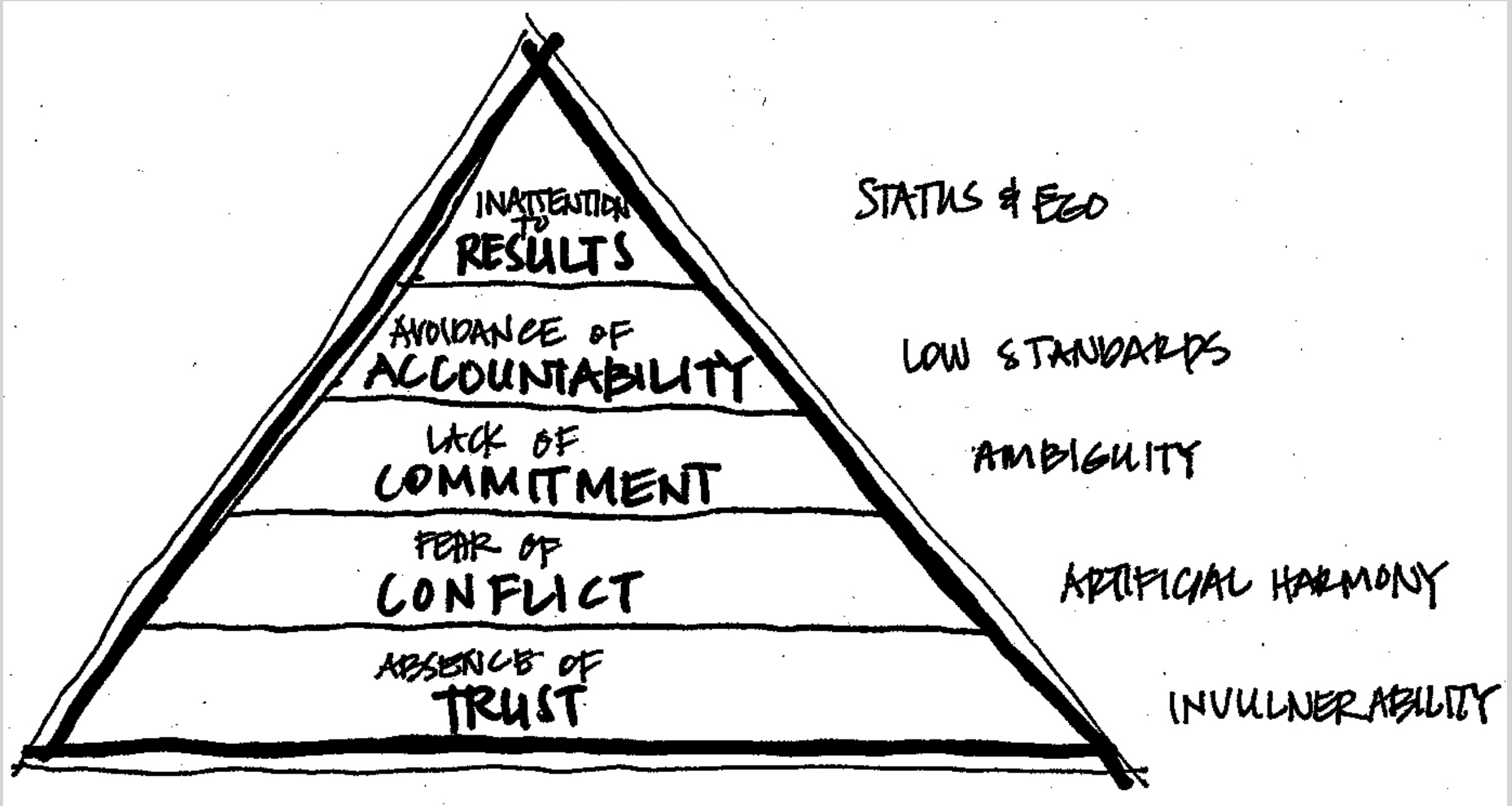
DREXLER-SIBBET TEAM PERFORMANCE MODEL

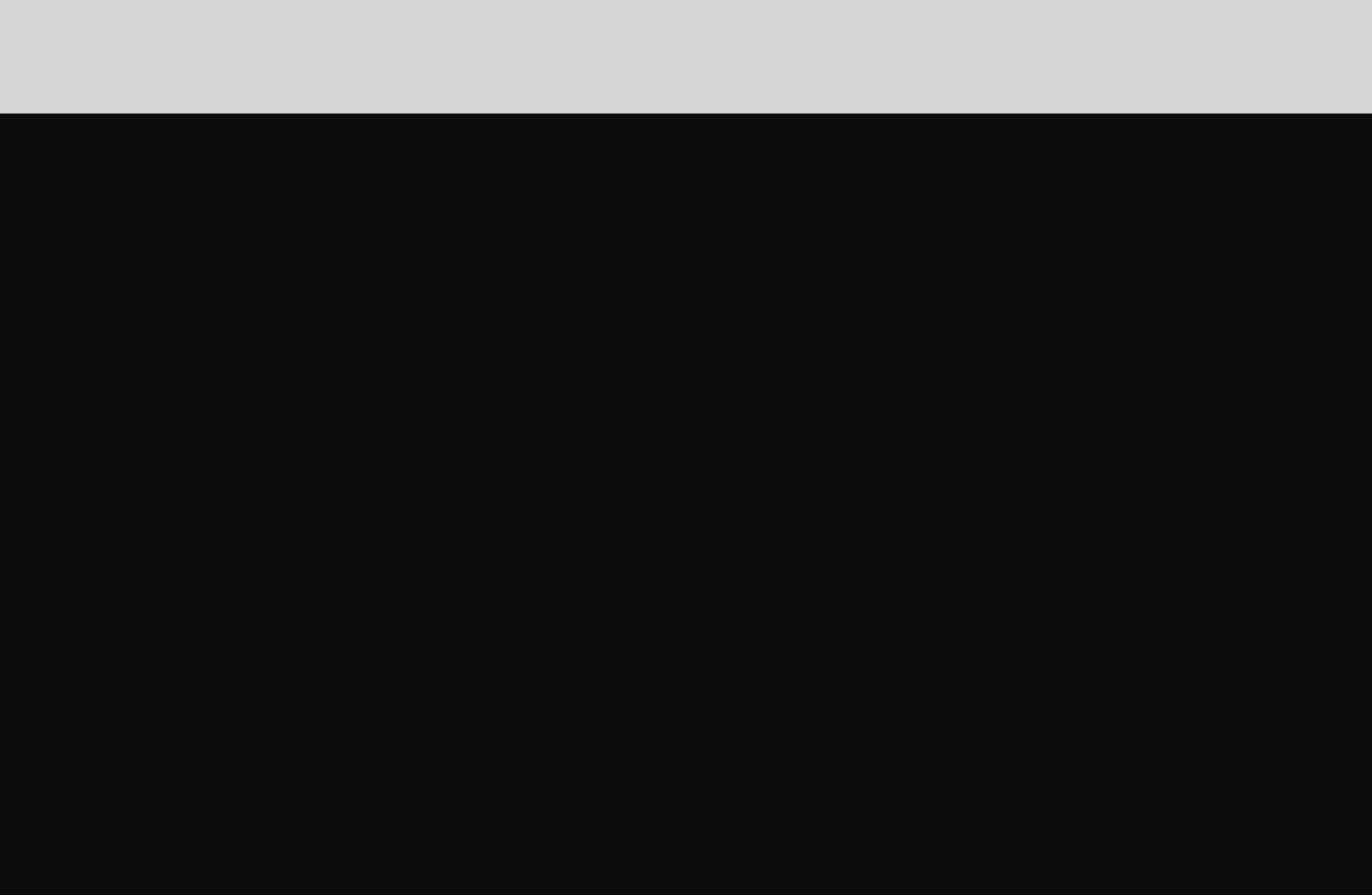




The 5 Dysfunctions Of A Team

Patrick Lencioni





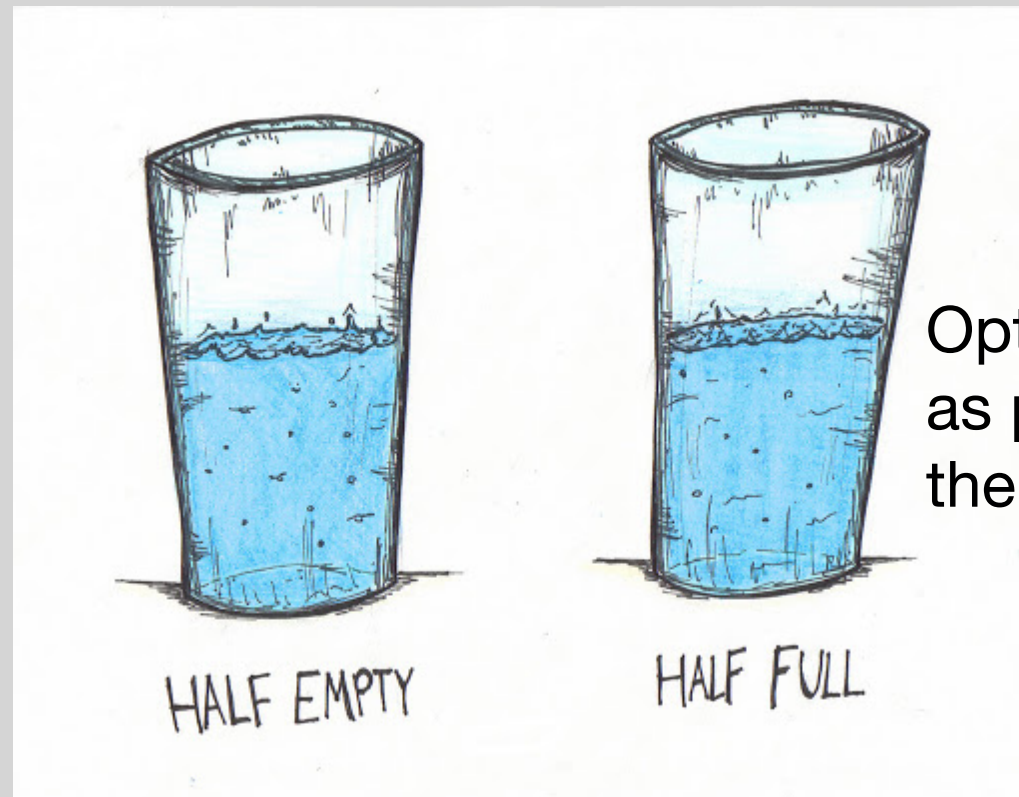


A leader is a dealer in hope

Getty



OPTIMISM



Optimists experience the same challenges as pessimists... but the optimist weathers them better (From the work of Martin Seligman)

Optimism is a mental attitude characterised by hope and confidence in success and a positive future.

Optimists are those who expect good things to happen, where pessimists instead predict unfavourable outcomes.

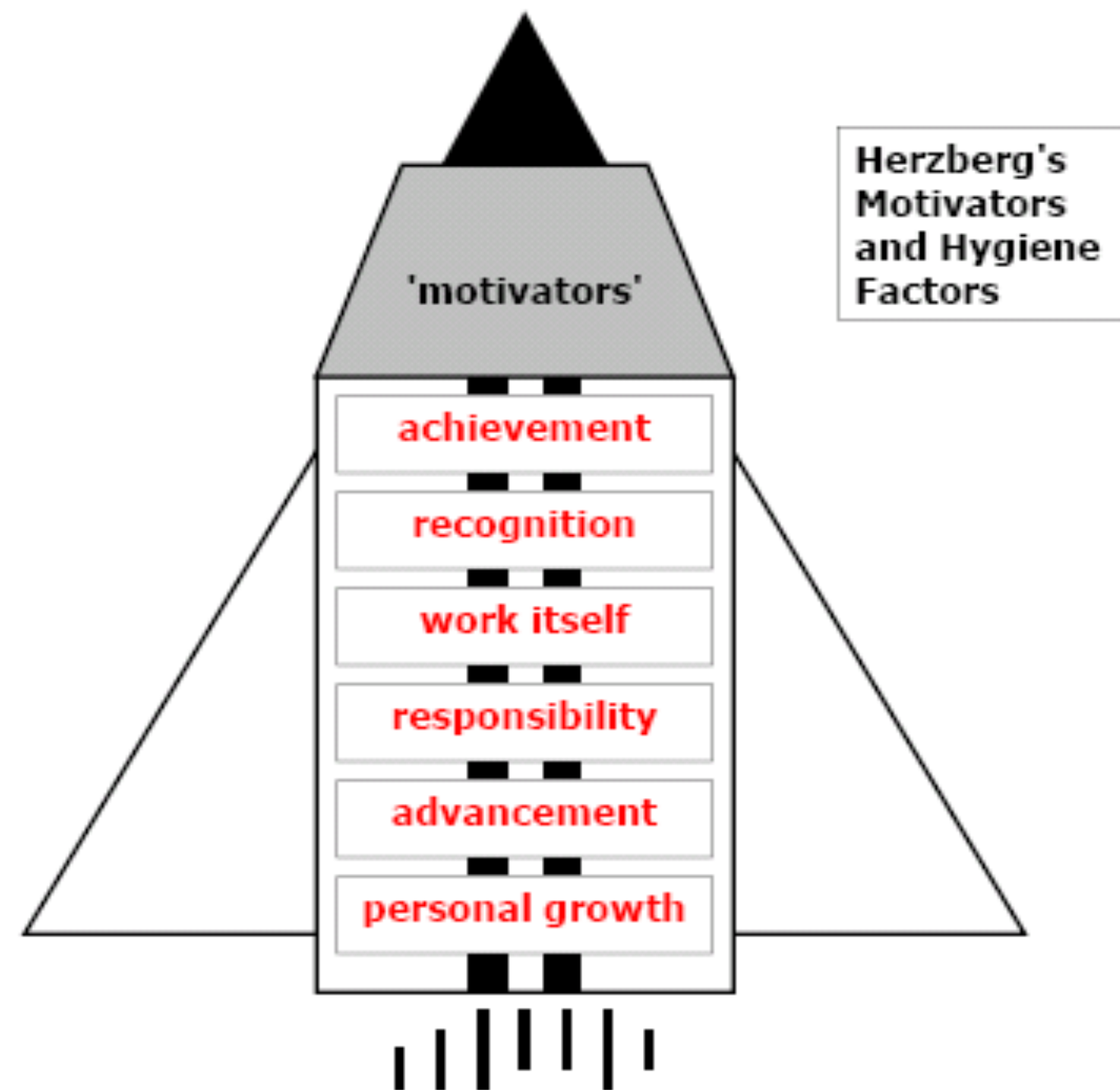




drive sway incite
motivate spark pique
motivation
inspiration spur provoke move induce
motivating persuade lead stimulate excite propel trigger
ambition inspire
impel

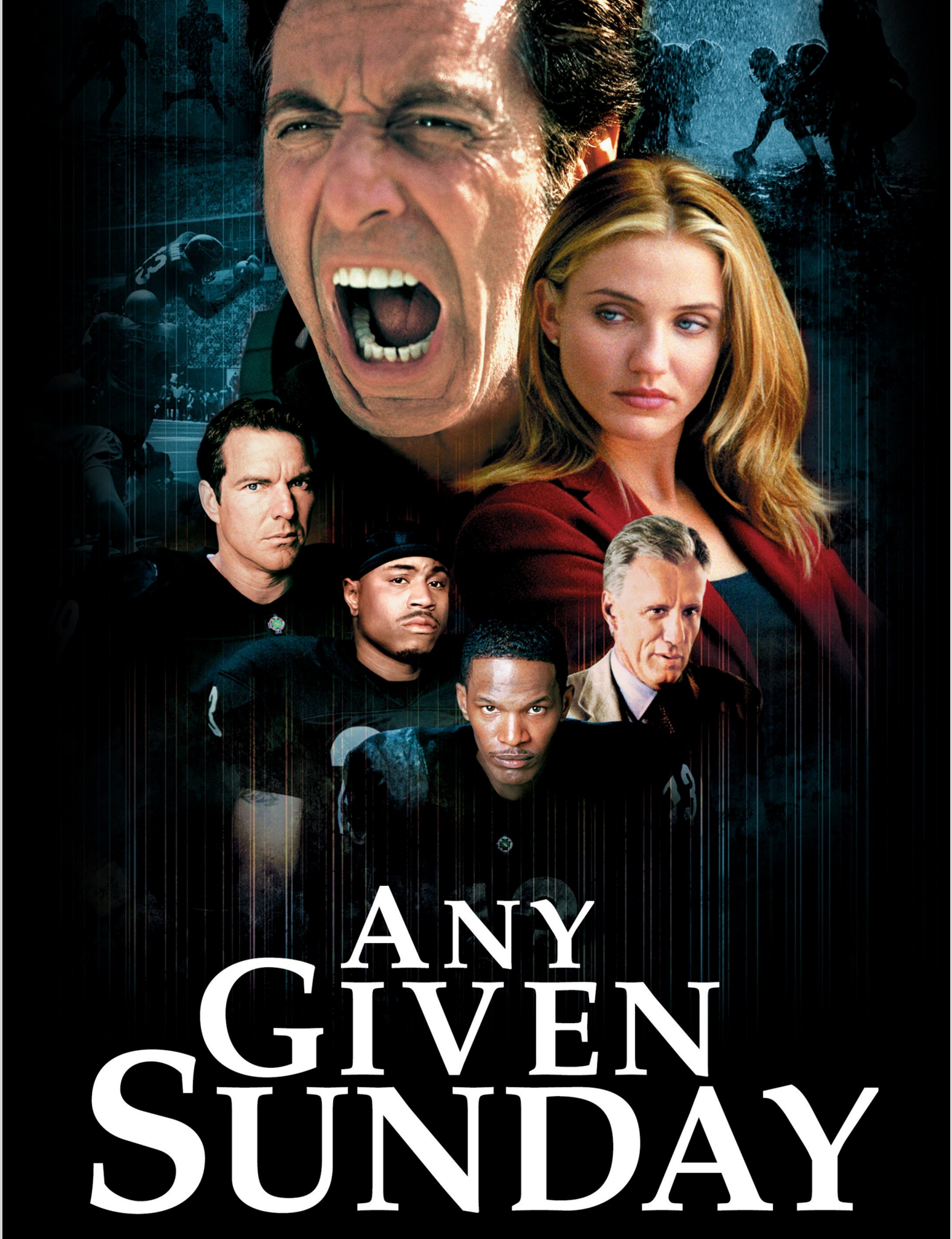


What motivates you in your leadership role?



'hygiene' (or 'maintenance') factors		
status	security	relationship with subordinates
personal life	relationship with peers	salary
work conditions	relationship with supervisor	
company policy and administration		supervision

Hygiene factors are merely a launch pad - when damaged or undermined we have no platform, but in themselves they do not motivate.

A movie poster for the film 'Any Given Sunday'. The central figure is Denzel Washington, shown from the chest up, shouting with his mouth wide open. To his right is Cuba Gooding Jr. with a serious expression. Below them are other cast members, including a man in a baseball cap and another in a suit. The background is dark with faint silhouettes of football players in action.

ANY GIVEN SUNDAY





Catch people doing the right things
(the little things.....the inches)



Emotional Intelligence

PRIMAL LEADERSHIP

D Goleman

Great leaders move us.....

They inspire the best in us....

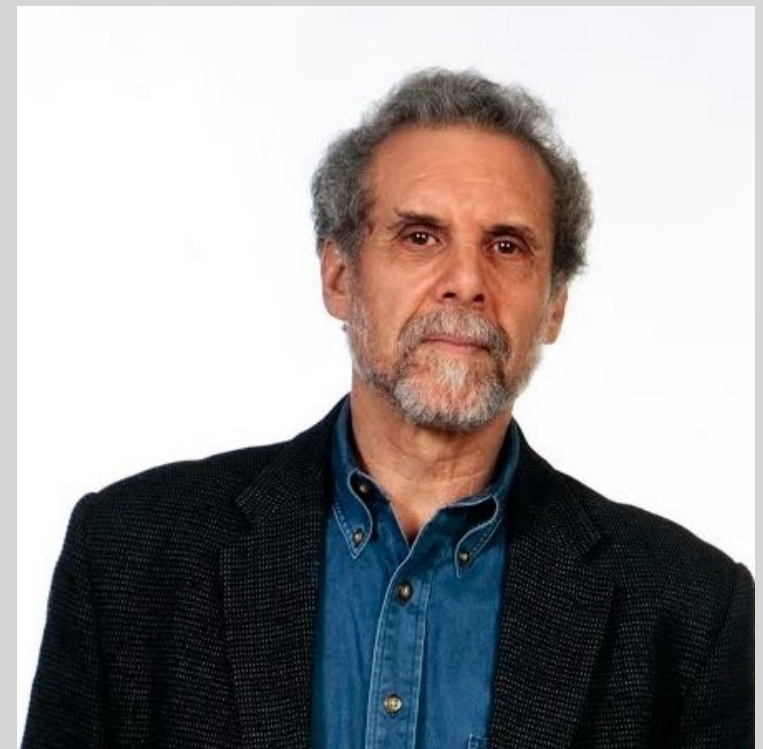
Great leadership works through the emotions....





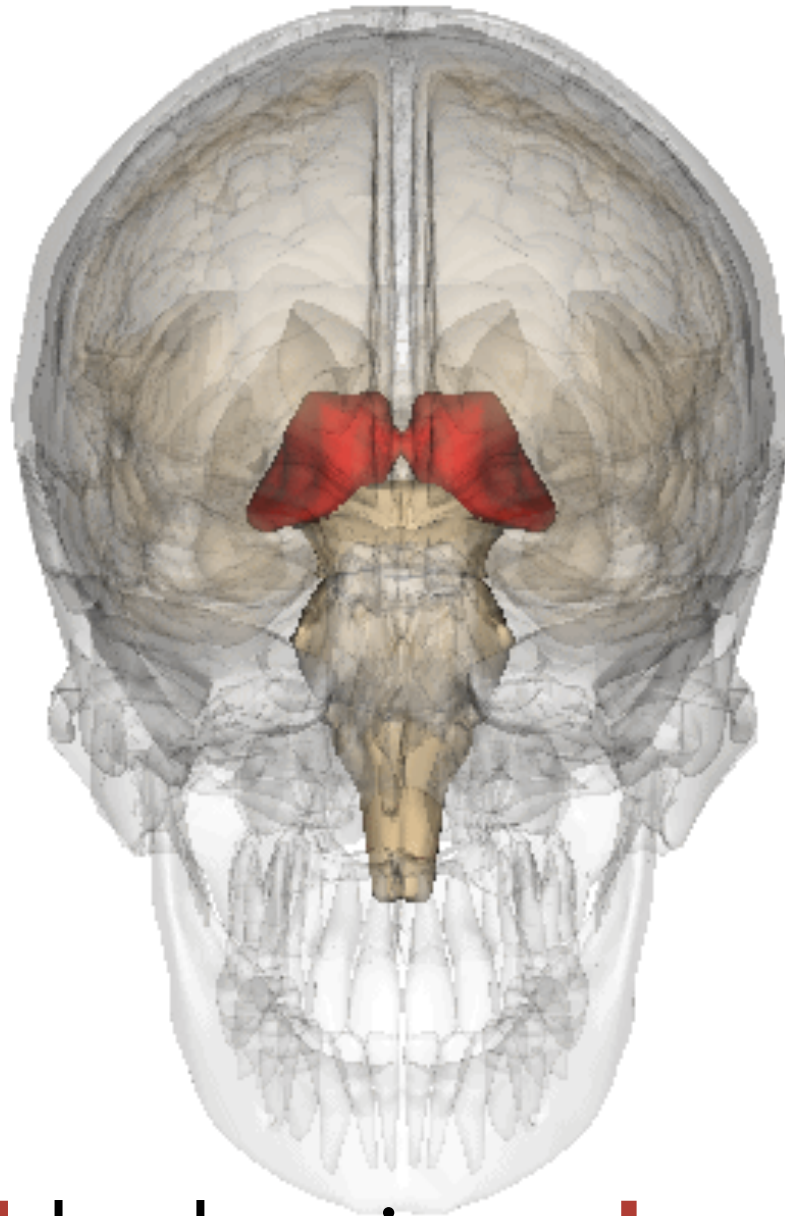
For leadership positions, emotional intelligence competencies account for up to 85% of what sets outstanding managers apart from the rest

Daniel Goleman





The LIMBIC System

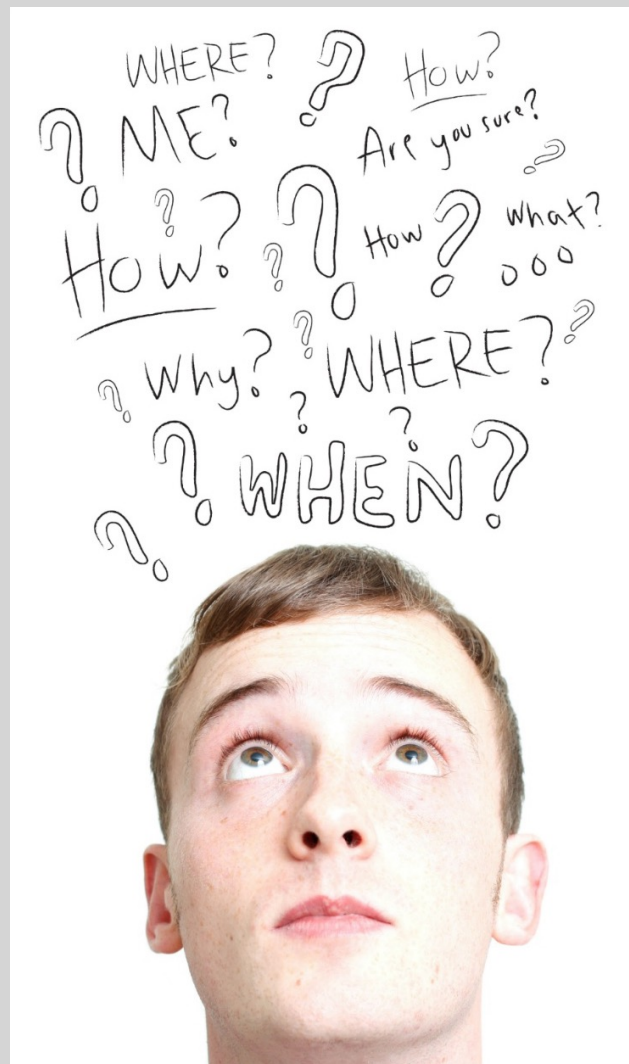


emotion | behaviour | motivation |
memory | smell





Self Smart: *Manage Ourselves*



People Smart: *Manage relationship with others*



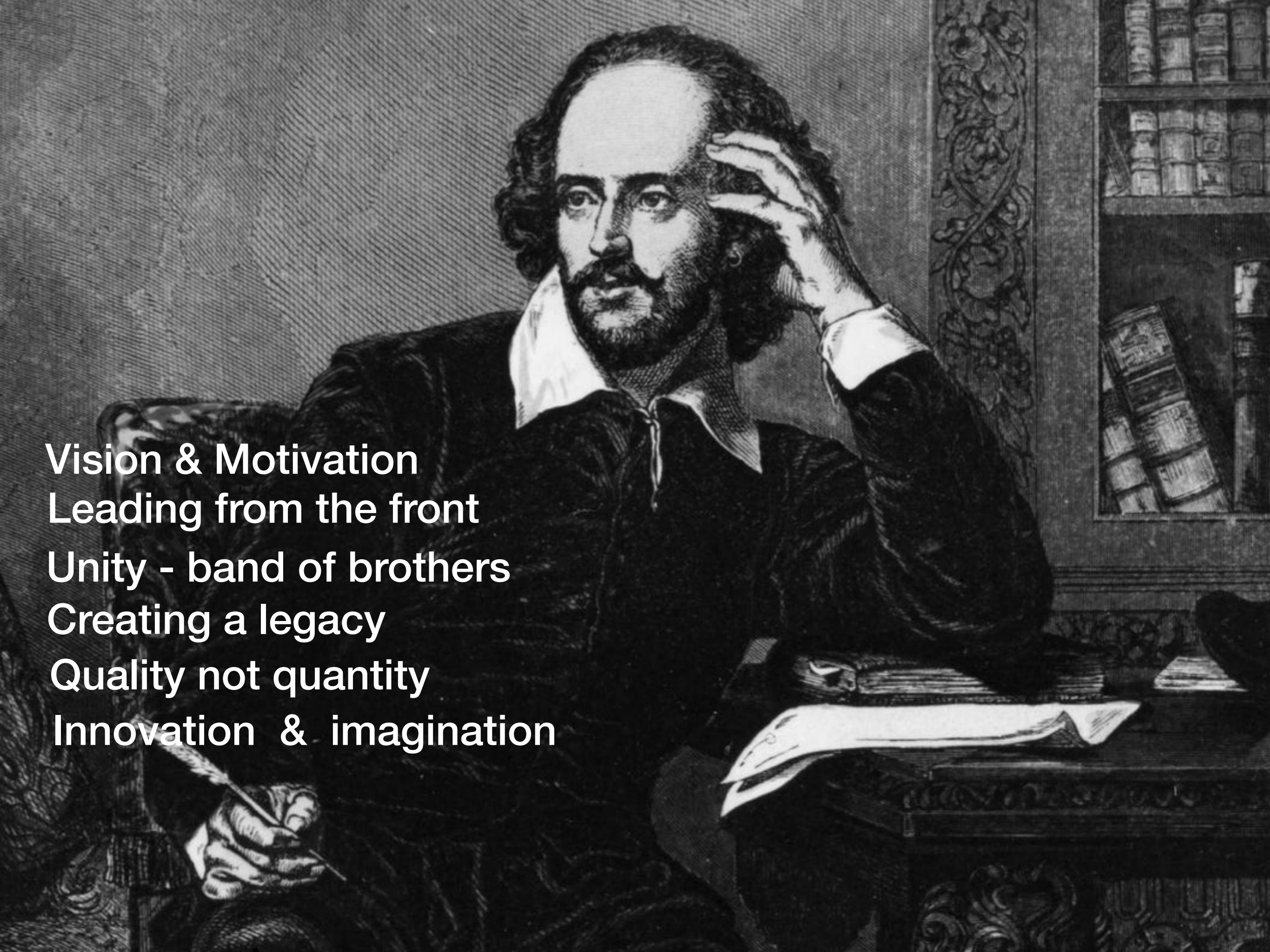


Four core elements of emotional intelligence

SELF AWARENESS • Self confidence • Awareness of own state • Understanding impact on others • Paying attention to how we are impacted by others	SELF MANAGEMENT • Keeping impulses in check • Being aligned with own values • Handling change flexibly • Pursuing goals & opportunities despite set-backs & obstacles
SOCIAL AWARENESS • Picking up on 'mood in the room' • Caring about others condition • Hearing what other people are <i>really saying</i>	RELATIONSHIP MANAGEMENT • Getting along well with others • Handling conflict effectively • Clearly expressing ideas/information • Using empathy to manage interactions successfully



FANDANGO
MOVIECLIPS



Vision & Motivation
Leading from the front
Unity - band of brothers
Creating a legacy
Quality not quantity
Innovation & imagination



Reflections

What will I stop?

What will I keep?

What will I start?